

Strengthen Cultural Humility and Dismantle Implicit Bias in Maternal Healthcare

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1

“Racism, not race, drives disparities”

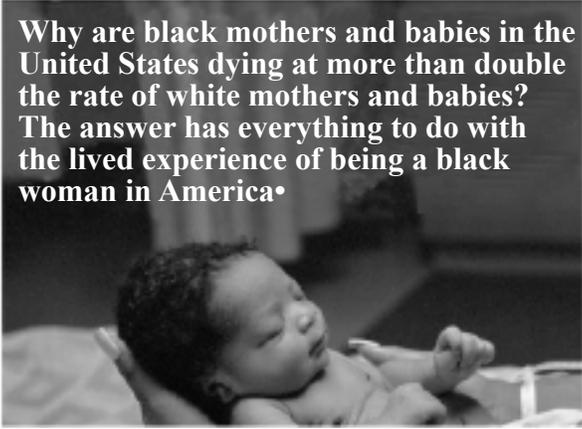
- California Preterm Birth Initiative

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2

The New York Times Magazine
**Black Mothers Respond to Our
Cover Story on Maternal Mortality**

Why are black mothers and babies in the United States dying at more than double the rate of white mothers and babies? The answer has everything to do with the lived experience of being a black woman in America



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3



**Stages of Cultural
Conscientiousness**

*From Historical Racism to
Cultural Safety*

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4

Stages of Cultural Conscientiousness

From Historical Racism to Cultural Safety



Adapted by Dr. Sayida Peprah, from "Stages of Cultural Competence,"
T. Cross et al. Towards a Culturally Competency System of Care, Washington, DC: Georgetown U., 1989



5

Cultural Humility

- Knowing that **your worldview is not the norm** or "right"
- A **perpetual state of listening**, learning, adjusting to others in order to be as congruent as possible
- **Allowing other's culture to lead/guide/dictate** how you engage
- **Seeking to understand the client/patient's** perspective of their needs, their problem(s)
- **Assuming your client/patient has important knowledge** to share with you, about their needs, symptoms, care plan, treatment, interventions
- A practice of **tuning into your client/patient**, as an individual, to help assess what they need, before making decisions



6

Cultural Safety

- The **recipient** of care feels safe
- Anchored in **participation, protection and partnership**
- Practitioner recognizes the **power dynamics inherent** in any practitioner-patient/client interaction and is committed to minimizing them
- Practitioner has **self-awareness** that their own cultural beliefs and values impact and may disadvantage the recipient of care
- Practitioner is culturally competent, respectful and humble
- **Time and priority** are given to establish trust and build rapport
- **Patient/Client feels empowered** to discuss openly their needs, concerns, to disagree and to refuse any intervention, treatment or care



7



SELF ASSESSMENT Cultural Scripts and Worldview



8



9

Final Thoughts... Strengthening Cultural Humility, Dismantling Implicit Bias as a *Way of Life*

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10

Working Toward Cultural Humility

- Recognize that “normal” is relative and that your worldview is only one of many
- Know your own “cultural script”
 - How does my (nationality, region, heritage, beliefs, values, religion, political orientation, biological sex, gender identity, age group, social class, significant life events, closely held values) affect my perception of others?



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11

Working Toward Cultural Humility

- Understand common assumptions/errors you make.
- Tune into and respect other’s worldview
- Be curious, take in full story before final assessment
- Engage in immersion/cross-cultural exercises and experiences regularly
- Deepen your empathy for others



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12

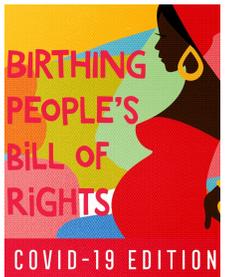
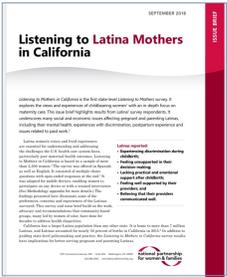


Recommendations



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Recommended Readings



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Collaborate with Community Doulas

Doulas provide...

- Continuous physical, emotional and informational support, before, during and shortly after childbirth... as well as in the postpartum period (DONA, 2019)

Community Doulas...

- Are often members of the community they serve
- Share same background, culture, and/or language
- Have additional training
- Are cost accessible
- Provide added home visits
- Are competent in perinatal loss, abortion support...
- Provide local referrals (Advancing Birth Justice, 2019)



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15

Engage with and Support Your Local Community-Based BIPOC Organizations



For example...  **BMMA**
BLACK MAMAS MATTER ALLIANCE

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16

Homework

1. Read and share the recommended readings.
2. Fill out your cultural script worksheet, area by area. Repeat over time.
3. Engage in discussions with thoughtful, objective individuals to process and deepen your understanding of how your cultural script impacts your worldview and implicit biases.
4. Stay open and continue to learn!



17



"Fostering Diversity & Supporting Communities
and the Providers who Serve them."

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18

Video Reference Links

- Kamala Harris featuring Dr. Peprah and others on Implicit Bias trainings <https://youtu.be/rZKleIn14rw>
- How language shapes the way we think | Lera Boroditsky <https://youtu.be/RKK7wGAYP6k>



19

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20

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21

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22